



ISD Organization

Given the current Information Technology environment, the majority of ISD resources are dedicated to the maintenance and enhancement of mainframe systems and applications.

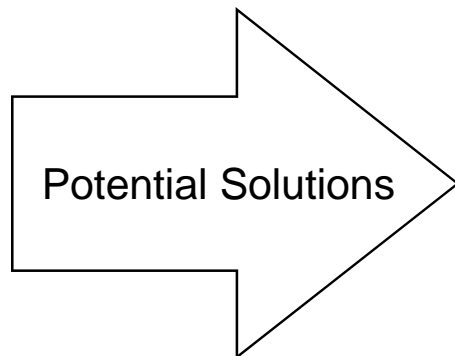
- ISD personnel support all of the statewide core financial management and human resource systems (except TESSERACT) - mainframe-based.
- ISD personnel support a number of agency-specific operational systems - mainframe-based.
- A limited number of ISD personnel are dedicated to supporting distributed systems technologies.
- Resource constraints limit the ability of ISD to build skills in new technology areas. In many technical matters, agency IS staff are further ahead.

Some of the mainframe technology skills of ISD personnel, notably an application management and version control, are transferable to distributed technology environments. Most other skills are not.



Organizational Implications

The State is not well prepared for the implementation of statewide core financial and human resource systems on new technology platforms. Skill shortages and a lack of relevant experience will be major constraints to implementing and subsequently operating new technologies.



- Aggressive re-training of ISD personnel
- Recruitment of trained IT professionals (cost and supply constraints in light of Year 2000 demand)
- Outsourcing of systems development and support for mid-tier systems

The costs of any of these options (or a combination of them) will be significant.